



CHILD CARE  
LICENSING BUREAU

# Michigan Child Care Matters

## Tech Corner Tracking Training Using and Electronic Calendar

Electronic calendars such as Microsoft Outlook and Google Calendars can help homes and centers stay on track when it comes to training. Whether it be for one employee or the entire team, it's important to set goals and realistic deadlines. For annual professional development, try setting quarterly check-in goals. For instance, set a reminder for every three months. Home providers should set a goal to have 2.5 hours completed every quarter and center staff should try to complete 4 hours every quarter. By setting a calendar reminder, it allows you to track your progress and stay on course. It's also important to go in and set a reminder to schedule and complete your CPR and first aid trainings, annual health and safety refreshers, and renew CDAs. Electronic calendars allow you to set reoccurring events, so you can schedule reminders for an unlimited amount of time. You can also set electronic calendars on your smart phone or tablet to send you alerts when the items are due.



## Central Office Corner

### Licensing Approved First Aid and CPR

The child care licensing rules establish the First Aid and CPR training requirements for all child care programs:

#### Requirements for Family/Group homes:

R400.1904 (2)  
R400.1904 (a)  
R400.1904 (b)

#### Requirements for Child Care Centers:

R400.8131 (10)

If you are looking for training, you can find a complete list of LARA approved Training Organizations [here](#). Cards issued for the completion of age-appropriate First Aid and CPR by any of these approved organizations can be sent to MiRegistry during membership/membership renewal. Once entered, you will see these trainings VERIFIED on the Education section of your profile.

October 2022

Rule of the Month P.2

Fall Recall List P.6

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## CHILD CARE LICENSING UPDATES

### Pre-licensure and Start-up Grant Opportunities

Child Care Licensing Bureau would like to share information from Caring for MI Future and Our Strong Start about two grant opportunities available for child care entrepreneurs. The grants will be open November 7, 2022.

- **Pre-Licensure Grants:** Child care entrepreneurs who have not yet completed the process of becoming licensed will have access to funding for securing a location, fire and environmental health inspections, and items necessary for opening their business.
- **Start-Up Grants:** Child care entrepreneurs who were recently licensed will have access to funding for purchasing supplies, staff recruitment, and other costs associated with opening a new business.



## Highlighted Rule of the Month – Professional Development, Health and Safety Training

### Child Care Centers

#### **400.8131 Professional development requirements.**

(2) Child care staff members shall have training that includes information about infant safe sleep before caring for infants and toddlers.

(3) Before caring for children, all child care staff members and unsupervised volunteers who work directly with children shall be trained on prevention of shaken baby syndrome, abusive head trauma, child maltreatment, and recognition and reporting of child abuse and neglect.

(4) Before unsupervised contact with children, all child care staff members shall complete prevention and control of infectious disease training, including immunizations.

(5) Within 90 days of being hired, or the first day as an unsupervised volunteer, all child care staff members and unsupervised volunteers who work directly with children shall complete the following trainings, which may count toward annual professional development hours and are available at MiRegistry:

- a) Administration of medication.
- b) Prevention of and response to emergencies due to food and allergic reactions.
- c) Building and physical premises safety.
- d) Emergency preparedness and response planning.
- e) Handling and storage of hazardous materials and appropriate disposal of bio-contaminants.
- f) Precautions in transporting children, if applicable.
- g) Child development.

(10) All child care staff members who work directly with children are required to be trained in first aid and pediatric, child, and adult cardiopulmonary resuscitation (CPR) within 90 days of being hired. Prior to issuing a license to operate a child care center, and prior to the renewal of a license, the department shall verify that at least 50% of the child care staff members who work directly with children are currently certified in first aid and pediatric, child, and adult CPR. Each of these child care staff member's first aid and CPR certificates must be valid and retained on file in the center.

(11) Verification of all professional development required by this rule must be kept on file at the center or online at MiRegistry. Verification must be issued from the training organization or trainer and include the date of the course, the name of the training organization or trainee, the topic covered, and the number of clock hours. Training hours from MiRegistry also meet this rule.

(12) When the department of licensing and regulatory affairs or the department of education publishes a notice that a new health and safety update document or a new health and safety update training activity has

## CHILD CARE LICENSING UPDATES (CONTINUED)

Two webinars are being offered to help you learn more about these grant opportunities, how to apply, and answer any questions you may have. The dates and registration links are below:

- **November 3 at 6:30pm: Pre-Licensure and Start up Grants** [https://us06web.zoom.us/join/register/WN\\_SG43fSjGRQal2auMWq53jQ](https://us06web.zoom.us/join/register/WN_SG43fSjGRQal2auMWq53jQ)
- **November 4 at Noon: Pre-Licensure and Start up Grants** [https://us06web.zoom.us/join/register/WN\\_sHPkfnxjQ9SMQEBJWNUAvw](https://us06web.zoom.us/join/register/WN_sHPkfnxjQ9SMQEBJWNUAvw)

Caring for MI Future is a \$100 million strategy to open 1,000 new or expanded child care programs by the end of 2024. Caring for MI Future is one part of the \$1.4 billion investment to expand access to quality, affordable, child care for families. You can learn more information about Caring for MI Future and all grant opportunities at: [Caring for MI Future \(michigan.gov\)](https://www.michigan.gov/caringforfuture).

Our Strong Start is a program focused on recruiting new child care entrepreneurs and assisting current child care entrepreneurs expand their business. Our Strong Start has a team of trained navigators who will help connect child care professionals with grant opportunities, troubleshoot barriers in the licensing process, and address concerns about starting or expanding a business. You can go to the website to learn more about Our Strong Start, or to connect with a navigator at: [Our Strong Start \(michigan.gov\)](https://www.michigan.gov/strongstart).



been published on MiRegistry, the licensee shall ensure that all personnel read and acknowledge the document or complete the activity within 6 months of the notice.

### Technical Assistance

Documentation of infant safe sleep training must be maintained for each caregiver caring for infants and toddlers. Verification of professional development must be kept as required by subrule (11) of this rule.

Documentation of shaken baby syndrome, abusive head trauma, child maltreatment, and recognition and reporting of child abuse and neglect training must be maintained for all child care staff members and unsupervised volunteers prior to caring for children. Verification of professional development must be kept as required by subrule (11) of this rule.

Licensing does not mandate a specific prevention and control of infectious disease training, including immunizations curriculum. Verification of training must be kept as required by subrule (11) of this rule.

All child care staff members who work directly with children have 90 days from their date of hire to complete the training. All unsupervised volunteers who work directly with children have 90 days from the first date of volunteering to complete the training.

Child Care Staff Members must receive training on how to:

- Ensure parents provide the proper written permission and instructions to provide medication to their child.
- Read medication labels and instructions.
- Properly measure doses of medication.
- Use any specific medical device such as an inhaler or nebulizer, if necessary. Child Care Licensing does not mandate a specific training curriculum.

“Who work directly with children” means that the individual spends time in the classroom and may interact with children. This does not include the kitchen aid who may drop off food and leave the classroom immediately or the custodian who may come in the classroom to change the trash.

All child care staff members in a classroom must complete this professional development.

The center must have at least one child care staff member present at all times that has current certification in CPR and First Aid per MCL 722.112a below.

The center must “train” all child care staff members within 90 days of hire and 50% of all child care staff members who work with children must be “certified.”

First aid/CPR certification must be received from a person certified as a Red Cross instructor or a trainer from another organization approved by the department. The current list of approved organizations can be found on the department website CPR and First Aid Training. First aid and CPR

certification may be completed online if an in-person skills test is completed. The online training and the in-person skills test must be administered by one of the approved organizations. See subrule (11) of this rule for verification of training requirements.

Trained in first aid and pediatric, child and adult cardiopulmonary resuscitation (CPR) means you have received instruction in the skills.

MCL 722.112a, (1) A child caring institution, foster family home, foster family group home, child care center, group child care home, and family child care home shall have individuals present, as prescribed in the appropriate administrative rules, who have current certification in first aid and cardiopulmonary resuscitation obtained through the American Red Cross, the American Heart Association, or an equivalent organization or institution approved by the department.

### Verification of CPR/First Aid Certification

A receipt of payment for the session is not verification of certification attendance or participation. Copies of the cards or a statement on agency letterhead are acceptable verification of CPR/first aid certification.

### Verification of CPR/First Aid Training

Verification must be issued from the training organization or trainer and include the date of the course, the name of the training organization or trainer, the topic covered, and the number of clock hours. (see subrule 11).

The center is responsible for obtaining verification of attendance at training for each child care staff member. Acceptable verification of attendance may include:

- Certificate signed by the trainer or sponsoring organization.
- Signed statement by the trainer or sponsoring organization.
- Program booklets/flyers with name badge and receipt.
- College transcript or CEU certificate.
- Written statement or training log from center documenting in-service or staff training provided by the center.
- MiRegistry learning records or certificate printed from MiRegistry training. A receipt of payment for a training is not acceptable verification of training attendance.

The center must maintain copies of this documentation on file at the center for review by the licensing consultant.

Training records must be kept for the past two full calendar years. For example, at a renewal inspection in 2019, your licensing consultant will review training records for calendar year 2017 and 2018. Refer to R 400.8110(11) for more information regarding record retention.





## Homes

### **R 400.1904a Child care staff member; employment requirements.**

- (2) Before caring for children at a child care home, an individual shall provide the licensee with all of the following:
- (a) A valid certification in infant, child, and adult CPR.
  - (b) A valid certification in first aid.
  - (c) Proof of training in the prevention of infectious disease, including immunizations. Hours of training in the prevention of infectious disease from MiRegistry will be allowed to count for training hours to meet this requirement.

### **R 400.1904b Child care assistant; requirements.**

- (3) Within 90 days of hire, a child care assistant shall provide the licensee all of the following:
- (a) A valid certification in infant, child, and adult CPR.
  - (b) A valid certification in first aid.
  - (c) Proof of training in the prevention of infectious disease, including immunizations. Hours of training in the prevention of infectious disease from MiRegistry will be allowed to count for training hours to meet this requirement.

### **R 400.1905 Training.**

- (1) A licensee shall ensure that child care staff members and child care assistants, prior to caring for children, have training that includes information on all of the following
- (a) Safe sleep practices to prevent sudden infant death syndrome.
  - (b) Recognition of and the reporting of child abuse and neglect.
  - (c) Prevention of shaken baby syndrome, abusive head trauma, and child maltreatment.
- (2) Within 90 days after receiving a child care license or of being hired at a child care home, a licensee, a child care staff member, and a child care assistant shall complete training on all of the following topics:
- (a) Child development.
  - (b) Administration of medication.
  - (c) Prevention of and response to emergencies due to food and allergic reactions.
  - (d) Handling and storage of hazardous materials and the appropriate disposal of bio- contaminants.
  - (e) Precautions in transporting children.
  - (f) Building and physical premises safety.
  - (g) All hazards emergency preparedness and response planning.
- (5) Training hours may include completion of any of the following:
- (a) Sessions offered by community groups, faith-based organizations, and child care home associations.
  - (b) Trainings, workshops, seminars, and conferences on early childhood, child development, or child care administration offered by early childhood organizations.
  - (c) Workshops and courses offered by local or intermediate school districts, colleges, and universities.

(d) Online courses.

(e) Training and courses offered through MiRegistry.

- (3) Completion of the required training must be verified by a document, signed by the trainer or an authorized individual, which must be kept on file or available online at MiRegistry.
- (7) CPR and first aid training certification must be maintained according to the expiration dates on the individual's certification cards.
- (9) When the department of licensing and regulatory affairs or the department of education publishes a notice that a new health and safety update document or a new health and safety update training activity has been published on MiRegistry, the licensee shall ensure that all personnel read and acknowledge the document or complete the activity within 6 months of the notice.

### **Technical Assistance**

Anyone providing care in any circumstance MUST meet this requirement and all other requirements of a child care staff member.

MCL 722.112a, (1) A child caring institution, foster family home, foster family group home, child care center, group child care home, and family child care home shall have individuals present, as prescribed in the appropriate administrative rules, who have current certification in first aid and cardiopulmonary resuscitation obtained through the American Red Cross, the American Heart Association, or an equivalent organization or institution approved by the department.

First aid/CPR certification must be received from a person certified as a Red Cross instructor or certified by another organization approved by the department. See the department's website ([www.michigan.gov/michildcare-training](http://www.michigan.gov/michildcare-training)) for the current list of approved organizations.

An in-person skills test must be completed if CPR and first aid training is completed online. The online training and the in-person skills test must be administered by one of the approved organizations. Documentation of completion of both the online portion and in-person skills test must be maintained.

### **Verification of CPR/First Aid Training**

A receipt of payment for the session is not verification of certification attendance or participation. Copies of both sides of the card, final certificate, a statement on agency letterhead, or the eCard are acceptable verification of CPR/first aid certification. The statement on agency letterhead must be issued from the training organization or trainer and include the date of the course, the name of the training organization or trainer and the topic covered.

MIOSHA Bloodborne Infectious Diseases Online Training Program: MIOSHA online training. For additional information regarding communicable diseases and reporting as well as



immunizations, contact your local health department. A listing of county health departments can be found at MDHHS local health departments.

Training is available at MiRegistry in Health and Safety Training for Licensed Child Care Providers, Courses 1 and 2. Health and Safety Training for Licensed Child Care Providers Course 1 includes:

- Prevention and Control of Infectious Diseases (including Immunizations)
- Administration of Medication
- Prevention and Response to Emergencies due to food and allergic reactions
- Child Development (birth to 5 years)

The statement on agency letterhead must be issued from the training organization or trainer and include the date of the course, the name of the training organization or trainer and the topic covered.

Note – Prevention of infectious disease and immunization training has replaced the requirement for Bloodborne Pathogen training.

Licensees must maintain copies of each child care staff member's and child care assistant's documentation that includes the date, time, number of hours, location, trainer/sponsor, and training topic.

Child care staff members and child care assistants should also maintain this documentation of their participation in training.

Acceptable verification may include:

- Certificate signed by the trainer or sponsoring organization.
- Signed statement by the trainer or sponsoring organization.
- Program booklets/flyers with name badge and receipt.
- College transcript or CEU certificate
- MiRegistry log of documented training.

Licensees may provide training for their child care staff members and child care assistants. However, this training may not be counted towards the licensee's own annual training requirements.

All licensees must maintain copies of the documentation of this training on file in the child care home for review by the licensing consultant.

Video, distance learning, correspondence, and online trainings must be facilitated and validated by a trainer/facilitator and include a feedback component.

Example 1: A group of six child staff members get together to watch a video on developmentally appropriate practices. A facilitator is selected from the group to lead a discussion following the video. Upon completion of the session, the child care staff member that was selected to facilitate provides each person, with verification of completion of this training session. The facilitator does not receive training hours for facilitating the group. With appropriate verification, licensing will accept this training as meeting R 400.1904a or R 400.1904b.

Example 2: A licensee enrolls in a self-study course that provides worksheets to complete. The licensee is not required to submit his/her work to the trainer. As part of the course, a certificate of completion is included with the worksheets. Licensing will not accept this training as meeting R 400.1904a or R 400.1904b.

Example 3: A licensee viewed a video series on child development. The licensee recorded on the Training Record (BCAL-4590) that he/ she spent four hours watching this video series. Licensing will not accept this training as meeting R 400.1904a or R 400.1904b.

Example 4: All personnel take an online training on positive methods of discipline. At the end of the online training, the personnel must respond, in writing, to a series of questions related to how she can use positive methods of discipline with children in care. These responses are submitted online. A trainer reviews the responses and sends feedback to the personnel. With appropriate verification, licensing will accept this training as meeting R 400.1904a or R 400.1904b.

Example 5: The use of educational curriculum, magazines and books, while a means to enhance the personnel's personal growth and development, are not facilitated and validated by a trainer. Licensing will not accept these as meeting R 400.1904a or R 400.1904b.



## Why Training Matters

A key provision of the Child Care and Development Block Grant (CCDBG) of 2014 required all states to establish health and safety requirements in key topic areas. To comply with this legislation, trainings entitled Health & Safety for Licensed Child Care Providers 1 & 2 were created and made available at [www.MiRegistry.com](http://www.MiRegistry.com). Each of these trainings is 4 hours in length and must be completed within 90 days of hire for both home and center child care staff members. These MiRegistry trainings can be taken, or a comparable substitute.

The CCDBG also requires ongoing health and safety training. To comply, when the department of licensing and regulatory affairs or the department of education publishes a notice that a refresher health and safety training is available, all staff members must complete this refresher training through MiRegistry within six months of notification. These yearly refreshers are generally 2-3 hours in length and must be completed through MiRegistry. Notification of the refresher health and safety trainings is sent out on ListServ (if you do not currently receive e-mails from ListServ, you can sign up for it at [Michigan Department of Licensing and Regulatory Affairs \(govdelivery.com\)](http://Michigan Department of Licensing and Regulatory Affairs (govdelivery.com))). The 2022 refresher course is due to be completed by October 31, 2022 and can be found at the link here: [MiRegistry -](#)

\*If a newly hired child care staff member completes the initial 8-hour health and safety training, that person would not have to do the refresher in that same year. However, if a child care staff member does not complete the initial health & safety training the year that they are hired, they must complete it AND the refresher course for the year. For example, if a staff member is hired in 2021 but does not complete the initial 8-hour health and safety training in 2021, they will have to complete this initial training in 2022 as well as the 2022 refresher course.

One of the key indicators of quality child care is ongoing training. In addition to trainings offered at [www.MiRegistry.com](http://www.MiRegistry.com), there are a wide variety of free and low-cost training options out there for child care providers. Education level can also be an indicator of quality child care. The T.E.A.C.H. scholarship is a way for you or your staff to pursue a degree in early childhood education. The T.E.A.C.H. scholarship requires an employer to pay 10% of a participating staff member's tuition; however, reimbursement is available. The T.E.A.C.H. scholarship can be used to obtain a CDA, Associate, Bachelor, or even a Master's degree. Information can be found at [T.E.A.C.H. Early Childhood® Michigan Scholarship Program | MIAEYC](#). By staying up to date with training and education, child care staff members will gain knowledge that will increase quality child care. Children in high-quality child care programs are better prepared to enter school and more likely to develop the social and emotional skills needed. It is important to remember that over 90% of a child's brain growth occurs prior to age 6.

## FALL 2022 RECALL LIST

- [Early Learning Centre Little Senses Lights & Sounds Shape Sorter Toys Due to Choking Hazard](#)
- [North States Industries Recalls Toddleroo Rotating Cabinet Latches Due to Choking Hazard](#)
- [Mr Maria Recalls Miffy First Lights Due to Burn Hazard](#)
- [Baby Trend Recalls Cityscape Travel Jogger Strollers Due to Fall and Injury Hazards](#)
- [Hearing Lab Technologies/Lucid Audio Recalls Children's HearMuffs Due to Burn and Injury Hazards from Ruptured Alkaline Batteries](#)
- [Yuboloo Recalls Infant Bath Seats Due to Drowning Hazard; Sold Exclusively on Amazon.com](#)
- [UPPAbaby Recalls RIDGE Jogging Strollers Due to Fingertip Amputation Hazard](#)
- [Huffy Corporation Recalls Ride-On-Toys Due to Fall and Injury Hazards](#)
- [Big Game Hunters Children's Outdoor Kitchens Recalled Due to Violation of Federal Lead Content Ban](#)
- [Epoch Everlasting Play Recalls Kidoozie Activity Desk Toys Due to Entanglement and Entrapment Hazards](#)
- [First Choice Glass Baby Bottles Recalled by NUK Due to Violation of the Federal Lead Content Ban](#)
- [Epoch Everlasting Play Recalls Kidoozie Play Tents and Play houses Due to Flammability Risk and Burn Hazard](#)
- [Monti Kids Recalls Toy Bo with Bins Due to Choking Hazard](#)
- [Konges Sløjd Denmark A/S Recalls Silicone Baby Toy Bear Activity Toys Recalled Due to Laceration Hazard](#)
- [Scholastic Recalls Shake Look Touch Books Due to Choking Hazard](#)

# CHILD CARE LICENSING BUREAU AND LICENSEE PARTNERSHIPS

*Licensing consultants and licensees partner together to ensure programs and facilities meet state requirements and provide children in care a safe environment and enriching programming. There are times when the licensing consultant and licensee need to work closely together on a tough issue to create a positive outcome. MCCM will highlight one of these partnerships in each issue by sharing an interview between licensing and a licensee.*

***Below is an interview between licensing consultant Thomasa Bond and Renay Swords, licensee designee and multi-site program director for Clawson Public Schools. The interview highlights the benefits of training and building a positive relationship.***

## **Jackie Sharkey (LARA)**

Renay, tell me how your program has changed from working with licensing consultant Thomasa Bond and her encouragement to attend the child care licensing center orientation.

## **Renay Swords (Clawson Public Schools)**

What I would have to say is when I started as the program director in 2012, I felt that I received the basics from child care licensing, and there was nothing really wrong, so I just kept doing things the same way thinking all was well.

When I found out we were going to have a new consultant, Thomasa, who I never met, I wasn't sure what to expect. Then she came into the center, and you know, we were getting lots of write ups. Now I understand why. Thomasa suggested that I attend the center licensing training. After attending, I got the whole rules, regulations 101 and that helped tremendously, and Thomasa was and is very supportive.

If I have questions, she's willing to answer and help me along the way, and it's been a great support if I've needed it. You know, so we've come a long way since the first day.

## **Jackie Sharkey (LARA)**

How would you say that you've come a long way; in what specific ways?

## **Renay Swords (Clawson Public Schools)**

Because I feel like I have had proper guidance, proper direction and was given the knowledge. Yes, I could have read the licensing manual, but it wasn't as helpful as having somebody explain everything, and also to say no, you need to do this step to make your program more effective and efficient.

## **Jackie Sharkey (LARA)**

Thomasa, what differences have you seen in the program from when you started?

## **Thomasa Bond (LARA)**

Thank you, Renay, for saying all of that. I want to start with that, because Renay, really, she knew what to do. Renay isn't a person who would say, I don't want to be in compliance. Renay wants to be in compliance.

I would always say to her that I understand her frustration, because, like Renay stated, she could have read the rules, but that's not really the forte for most people. Yes, reading the rules to be in compliance is important, but we are really there to help navigate through the rules so that licensees have that clear understanding. It is really easy to work with Renay because whenever I say you're not in compliance with something, she always says, "OK. What do I need to do to come into compliance? I want to be in compliance, so help me to see what I need to do to be in compliance.

I went to her Kenwood center first, and oftentimes when we have multiple centers, the information is not shared between centers. That was not the case with Renay. If I go to any of her centers and there's one thing missing, she's going to make sure that all of her other centers have the same information, and I truly appreciate that.

## **Renay Swords (Clawson Public Schools)**

The only thing I forgot once is the no vaping sign, so yes, I try to make sure as soon as I know I'm doing something wrong at one, I fix it at all three because I know it's going to come to me anyway, and it's going to be a corrective action. I like that it has been less of those.

## **Jackie Sharkey (LARA)**

I remember being at Kenwood with Thomasa and the programming there was really great to see. There were a lot of children there and they were all engaged in different activities. They had a lot of different choices, and the staff were all engaged with the children. Was that something that Thomasa helped with, as well?

Yes, I could have read the licensing manual, but it wasn't as helpful as having somebody explain everything, and also to say no, you need to do this step to make your program more effective and efficient.

- Renay Swords, Clawson Public Schools



**Renay Swords (Clawson Public Schools)**

Yes, Thomasa guided us with that, but I think most of what was missing was a lot of paperwork, such as postings, the licensing notebook, some prescriptions were outdated and or didn't have the prescription label.

I feel like the kids have always been very well cared for, but it was a lot of the technical things.

**Thomasa Bond (LARA)**

I feel like the staff are more confident in everything that they're doing. When I first went to Kenwood, I was asking the staff for things that they had not idea about. That created a lot of frustration for them. Now when I go, they are very organized, and they know where everything is located.

**Renay Swords (Clawson Public Schools)**

They're like, here's the books. Have fun. It's okay now. They know exactly why Thomasa is there now.

**Jackie Sharkey (LARA)**

It sounds like there is better communication all around.

**Renay Swords (Clawson Public Schools)**

There is. Definitely there is! I recently sent a message with a question, and Thomasa walked me through the answer. She is very responsive if I have a question or need help with something.

When you have a licensing consultant going through and explaining the rules more in depth, it was so helpful.

**Jackie Sharkey (LARA)**

I can tell that you have a good working relationship.

**Renay Swords (Clawson Public Schools)**

Yeah, I'm not scared anymore. I don't take anything personally. I know it is in my best interest. It is in the best interest of the children and the program.

**Bond, Thomasa (LARA)**

The only thing that I would like to add is that I feel like over the years of working with Renay, she has really empowered herself. Yes, she knows she can reach out to me, and she knows I'm always here for her. She leaned on me more in the beginning, but I feel like she has empowered herself to the point of knowing where things are and how to find the answers. And that is nice for me to see that growth, because when the new rules came out, most licensees were really struggling, but Renay had read the new rules, and she already had things in place. I said that is awesome. I didn't have to go through everything with Renay because she took the initiative to find the information and implement it herself.

**Renay Swords (Clawson Public Schools)**

Yes, such as adding the "special needs" part to the emergency procedures and the no vaping, stuff like that.

I think that Thomasa telling me about the orientation training helped me a lot because it was a lot of the rules. It was helpful to hear them again, to go over them and take notes. When you have a licensing consultant going through and explaining the rules more in depth, it was so helpful.





# GET TO KNOW US – QUESTION OF THE MONTH

Have you ever wondered about child care licensing staff outside of work? Get to know the staff with a fun question each month.

*What is your favorite hobby?*



## **Mary Smith: Northeast Region**

- My favorite hobby is cooking. I enjoy cooking for my family especially at holidays. Cooking big meals that my family will enjoy and have fond memories of for years to come!



## **Tim Swope: Southcentral Region**

- Fishing



## **LoWanda Washington-Brown: Wayne Region**

- My favorite hobby is traveling. I love doing short trips to see family and friends or just to relax on the beach. It's refreshing and helps me to reboot, after stressful weeks on the job. A trip a month is good for mind, body, and soul. (And my marriage.). :)



## **Charnell Lennox: Southwest Region**

- My fav hobby is golfing and reading true crime books!



## **Mary Dufon: Kent/Ottawa Region**

- Reading, wine tasting, going to my kids' sporting events just to name a few.



## **Don Vita: Northwest Region**

- I enjoy hunting and fishing in Michigan!



## **Cheryl Amare: Pontiac Region**

- One of my favorite hobbies is hiking. I love to take hikes with my dogs on park trails in my area. I also love taking hikes when I travel, it's a great way to see new places and burn some calories so I can enjoy trying new cuisines!